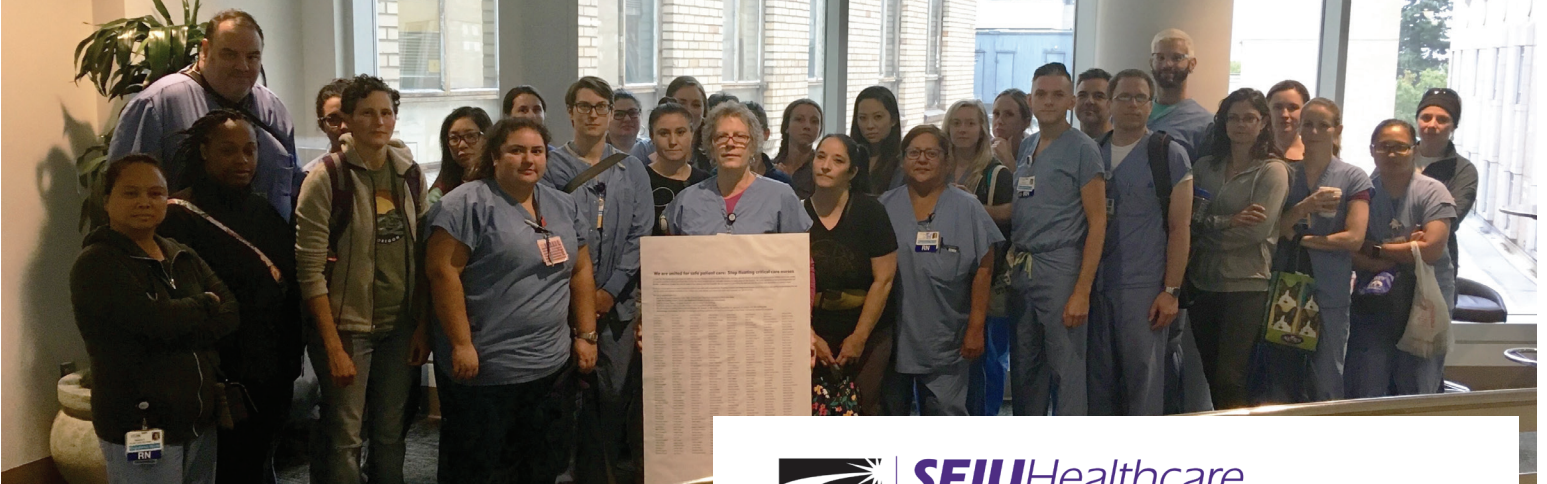




Harborview needs to put patients first —Safe Staffing Alert!



We know what is safest for our patients, and when management started unilaterally changing staffing plans we knew we needed to take action. Our representatives on the Nurse Staffing Committee and Nurse Joint Labor Management committee have brought our safety concerns to management through these venues, but management has failed to act to correct these patient safety problems.

Management gave us no choice but to bring our concerns directly to CNO Darcy Jaffe, Critical Care Administrator Dana Kyles, and CEO Paul Hayes. That's why a supermajority of nurses from all four ICUs signed a petition and presented it to CEO Hayes. We know that we have to stick together and raise our voices together when management won't do what is right for our patients.

We asked management to schedule an emergency JLM and asked for a response within a week.

If you are experiencing a shift without enough staff, fill out a Short Staffing Form, which you can find on our website www.seiu1199nw.org in our Harborview portal. Then give to your manager and send to your organizer or fax to SEIU Healthcare 1199NW at 425-917-9707



"On paper and in discussion I'm sure this practice of staffing to the absolute bare minimum looks like a good idea. However, in practice and at the bedside, it does not. Having zero room for an admit plan is dangerous and makes me feel like I am not valued for the highly skilled clinician that I am. Management needs to take our safety concerns seriously."

Emily Eschelbach, RN2, BPICU



"Make no mistake, we marched to management out of love and in the spirit of collaboration. Love for the mission of Harborview and UW Medicine. We are dedicated to the mission to improve the health of the public. Love for our patients, and their safety. We call on management to work with us to make sure each patient gets the care they need and deserve."

Michael Trumbly, RN2, MCICU



DIANE SOSNE
President

August 23, 2018

Darcy, Dana, & Paul,

ROBIN WYSS
Secretary-Treasurer

We are here to present to you a petition which is signed by a supermajority of ICU nurses from every ICU. We are calling on administration to match the Right Patient with the Right Nurse. Critical Care Nurses need to be working in critical care areas.

JANE HOPKINS
Executive Vice President

Our petition also calls for administration to end all changes to staffing plans without going to Nurse Staffing Committee and Joint Labor Management - there has been a new process of staffing ICUs to Adjusted Matrix as the rule. This has decreased the amount of staff on the units, little room for admissions or handling of emergencies. Too many people on-call and not enough bodies on the Units. Tripling floor boarders in ICUs is problematic for staffing when the boarders transfer to the Floors, and management is well aware of the logistical problems that staff continue to voice.

CASEY RUKEYSER
Executive Vice President

SCOTT CANADAY
Vice President

We know what is safe and what is NOT safe when it comes to our patients' safety, and that is why we are here today.

GRACE LAND
Vice President

We call on UW Medicine, HMC Administration, and you to provide Resources to improve patient safety, in the form of Staffing. We need administration to understand that patient safety is at higher risk as a result of these policies.

DOLORES PRESCOTT
Vice President

We demand the following as our needs as a result of this action, in writing:

1. Commitment to a response, emergency JLM at the earliest possible time
2. Commitment to cease floating ICU RNs to acute care areas immediately,
3. Commitment in writing not to float ICU nurses to acute care floors,
4. Maintain ratios of 1:2 in critical care settings.

**SERVICE EMPLOYEES
INTERNATIONAL UNION**

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509.452.1111
Fax: 509.452.1111

revised 04/02/18

For the lives of the patients and community we serve, we look forward to hearing from you no later than end of day Wednesday, August 29, 2018.

Sincerely,

The dedicated Critical Care nurses and fellow healthcare workers at Harborview Medical Center

Cc:
Amber Smith, SEIU Healthcare 1199 NW
Andy Totendahl, SEIU Healthcare 1199 NW
Kathy Fletcher, SEIU Healthcare 1199 NW

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Our executives from left to right: Front row: Nisay Mean, Pharmacy Tech, Scott Canaday, Angio Tech, Melissa White, General Diagnostic Sonographer, Olga Ramirez, RN2, 3EH Back row: Nick Escobar, RN3, 3EH, Nike Jawando-Williams, IONM, OR, Melanie Arciaga, RN2, 5EH, Diane DerBoghosian, ARNP, Hall Health

We are working together for parity across UW Medicine

As our union colleagues in WFSE and SEIU 925 are bargaining their full contracts, we are joining them at the table to bring our values, unity, and strength to support COLA wage increases that will keep up with the cost of living. We know that the wages our partner unions win will be the wages that set the floor for our wage negotiations in 2019. We also know that the UW is emboldened by attacks on unions and our 2019 bargaining will be a tough fight. With our union colleagues by our side and all of us united and working together to raise standards, we will be able to win for our patients and ourselves.

Union Coalition proposals:

- Free UPASS and guarantee not to pass costs onto members who have to park at work.
- Decreased parking costs for evenings and nights.
- Improvements to the new FMLA law that will go into effect in January 2019.
- A matching clause that means when one union raises wage standards, all UW union members would also receive the better wage standards.



“The new state law for paid FMLA and family leave that will begin in 2020 is a great new benefit. You never know when you may need to take FMLA. When I broke my ankle, I needed to take FMLA and an extra \$1,000 a week would have made a big difference for me. The

employer should be bargaining with us to cover 100% of this benefit instead of having employees contributing the majority of the money to the paid leave bank.”

Linda Wilson, Lead RT, Respiratory Therapy

WFSE and SEIU 925 proposed a 16% wage increase across the board for 2019 – 2020!

The more we show our support for their proposal, the more likely we are to win similar increases in our bargaining next year!

We are taking action!

Thursday, September 6 — Unity Lunch!

Join our co-workers in WFSE and SEIU 925 in uniting for higher standards at Harborview and UW over lunch and show UW management we can't be divided! Watch for more information.



SEIUHealthcare®
United for Quality Care